

## 19.110 PEER SUPPORT CRISIS INTERVENTION TEAM

### **Reference:**

Procedure 18.107 - Peer Support Program  
Procedure 19.106 - Post Shooting Trauma  
Standards Manual 22.2.5

### **Definition:**

Crisis - Traumatic event, whether on or off duty, that affects a division employee. The employee may show the following signs of being traumatized after being victimized or experiencing the event(s):

1. Obvious physical signs of emotional trauma (e.g., crying, shaking, shock)
2. Heightened sense of danger
3. Sleep difficulties/nightmares
4. Flashbacks/intruding thoughts
5. Emotional numbing
6. New depression
7. Guilt/sorrow/remorse
8. Suicidal thoughts
9. Feeling loss of control - panic/anxiety attacks
10. Other behaviors not characteristic of the person, based upon past knowledge

### **Policy:**

Ensure a division employee's mental and emotional well being after experiencing a traumatic event. The employee may receive assistance from the peer support program, assessment and counseling by the Police Psychologist, and/or administrative leave.

This procedure is not intended to question the employee's conduct at the time of the incident or subsequent actions arising from the incident. It addresses the administration's concern for the employee involved.

This policy applies to situations in which an employee has faced the clear and immediate threat of death or has been involved in an incident where death occurs. This may include, but is not limited to, the following:

1. A person takes control of an officer's weapon and attempts to kill or wound the officer or someone else.

2. An officer is fired upon or attacked to the extent that his life was in serious peril.
3. A person dies while in the custody of an officer.
4. An employee is unsuccessful in preventing a person from dying (e.g., suicide, attempting to save a child in a fire, or someone taking the life of another).
5. Any traumatic incident where the employee could benefit from peer support/psychological counseling.

***Procedure:***

A. Selection Criteria:

1. Current peer support team members will be selected for the Peer Support Crisis Intervention Team based on:
  - a. Their level of maturity and life experiences.
  - b. Having already experienced a traumatic event.
  - c. Their ability to relate to people empathetically (good listener).
  - d. A minimum of four years of police experience or equivalency.
  - e. Their willingness to volunteer their time (respond whenever called).
  - f. Successful completion of specialized training.

B. Peer Support Crisis Intervention Team Member Role:

1. Provide assistance to any division employee or family member in identifying their own concerns and assist or direct them toward self help or other referral needs.
2. Provide follow-up support as long as needed.

C. Traumatic Event or Crisis:

1. When an employee is experiencing any of the symptoms listed above:

- a. A supervisor can recommend, request, or order an employee to make an appointment with the Police Psychologist.
  - b. An employee can:
    - 1) Request an appointment on his own with the Police Psychologist, or
    - 2) Seek out a Peer Support Crisis Intervention Team member.
2. When an employee is involved in a traumatic event or crisis:
- a. Police Communications Section (PCS) will contact an on-duty Peer Support Crisis Intervention Team member. If an on-duty team member is not available, PCS will contact an off-duty team member, via the Peer Support Crisis Intervention Team list, to provide assistance to the employee.
    - 1) Peer Support Crisis Intervention Team members officially called out by PCS will sign a Peer Support Program Policy (Form 608) before talking with an employee involved in a traumatic event or crisis.
      - a) The responding Peer Support Crisis Intervention Team member's name will be included in the Division's official report of the incident.
  - b. PCS will also contact the Police Psychologist, who will consult with personnel familiar with the incident.
    - 1) The psychologist will then determine whether it is necessary to meet with the employee at that time.

3. The employee may be placed on administrative leave if determined necessary by the Police Chief and/or Police Psychologist. During this time the employee will meet with the Police Psychologist for debriefing, support, and guidance. The Police Psychologist will determine if additional psychological intervention is needed. If the Police Psychologist decides time off is necessary, he will contact Police Personnel Section.
  - a. Administrative leave, sick with pay (SWP), or injured with pay (INU or IUF) may be granted upon approval of the Personnel Section Director.
    - 1) The Personnel Section Director will direct the affected district/section/unit to complete an Application for Leave of Absence (Form 25-S).
      - a) Personnel Section will handle the administrative paperwork and notify the employee's district/section/unit as to changes in the employee's work status.
  - b. Employees may see an outside or private psychologist/psychiatrist while on administrative leave, but must assume the expense of such a consultation. Employees may also contact the Public Employees Assistance Program (PEAP).
    - 1) Send documentation of this visit to Personnel Section.

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